

THE HERALD'S PAGE FOR EVERY WOMAN

EDITED BY JULIA CHANDLER MANZ

The Question of Promotion Involves Women Workers

Lack of Representation Higher Up Takes from Teachers Half Their Ambition for Improvement Because There Is No Goal Ahead.

By FRANCES SHAFER.

Dear Me! It does seem that the New York School Board and the men and women who teach all over the world are in a perpetual state of strife over something or other. The call for "equal pay for equal work" had hardly died away before the motherhood talk came in; and with that satisfactorily adjusted at least the teachers yet another comes along to upset them.

And this time it is said that the Federation of Women's Clubs in that city is taking a stand.

As one of the women teachers tell the story of the latest clash, it involves a situation that comes pretty close to women who teach all over the world and to women who work in any capacity where there should be a chance to step higher up. For it all hinges upon a question of promotion.

Two recent vacancies in the principalship of girls' high schools were filled by men, although there was no lack of women teachers, experienced, qualified, and praying for promotion. The protests were more or less silent then, but now, with another vacancy at hand, the women are telling why they think they should be counted as factors in the principalship of girls' high schools.

Why Not Women?

Perhaps the strongest reason they give for dissatisfaction over their lack of representation higher up is the fact that it takes from teachers half their ambition for improvement when they realize that there is no goal ahead. At least half the pupils in the city's high schools are girls and more than half the high school teachers are women, yet not a woman is chosen as principal; though it has often happened that a woman was the logical candidate. Men, over all, where all are boys, is quite fitting. Men over all, where the schools are mixed-let that pass without much comment. But men over all, where all are girls—why not women?

They declare that it is disheartening to sit back in the shadows to the end of their teaching days and see only a scattering few chosen as first assistants or department heads—only nineteen out of 22. Some of them aspire to become assistant superintendents, but not one is chosen, although two women have risen to the rank of district superintendents. With the door closed to their advancement in that preeminent fashion, no matter what their fitness may be, they say they have a right to rebel and to question the board's definition of justice. Because when a woman is thoroughly ambitious and altogether qualified to pass along up and when her success with her pupils, her fitness all around, point her out as the natural successor to a vacancy, it takes the heart out of her efforts to see a man chosen for no better reason than that the board wants a man. Perhaps the man, secure in his position and quite conscious of power, does not realize how it looks to the woman, who must be a teacher and nothing more, although her scholarship and service qualifications are both satisfactory. But she realizes, rather bitterly sometimes, that it is why she is saying that in the teaching craft there should be equal opportunities for advancement. For it is individuality, rather than sex, that counts in the making of a successful teacher.

Only Five Women.

But the board decides. And of the forty-eight members, only five are women.

If the schools of the city were largely made up of boys, and if the teachers were largely men, then the preponderance of men at the head would excite no comment; but the girls and women are there, and the same requirements prevail for all. The only difference comes when questions of promotion are in the air. It is all very well to take it for granted that the higher the post, the greater the need for a man and his services, which seems to be the attitude of the board; but it is an attitude which is neither appealing nor comforting to women teachers who are human enough to long for the practical fruits of their labors. They have no desire to take from their well-earned advancement, but when the board has chosen a man, they feel that it is only fair to be chosen as rulers over the larger things once in a while.

Then, too, they say that in the work of a girls' high school, matters frequently arise which, by right, should be handled by the principal, but the principal, a man, thinks a woman better adapted to deal with the girls and the problems of their adjustment. And why, they ask, should there be all that roundabout method, when a woman principal could do all the work that belongs to her in administering the activities, ideals, and administration of the school?

They look on and see methods carried out that, viewed through their eyes, seem very impractical; but these women, with their long experience, and their nature in accord with that of the girls, have nothing to say about the policy of the school.

And apart from the disheartening element that comes through lack of promotion, they count it not fair to the girls.

Take It For Granted.

Because things have grown that way, down the many, many years, it is rather natural that school boards and other folk who have the last word to say about promotions, the filling of high places and the like, should take it for granted that men were born for the ascendancy.

But things sometimes have a habit of growing a false way, and altogether too

KEEPING WALLS SWEET WITH WHITEWASH

Many housekeepers can and do paper the side walls, but it is not an easy task to paper the ceiling, so for those who wish to whitewash instead, here is a good whitewash: Procure 2 cents' worth of powdered lime, add over night with one quart of boiling water. In the morning add one quart of skimmed milk, which makes it smoother and leaves no streaks. Mix well. It is not necessary to apply it by any particular method, so long as there are no bare patches left and the ceiling is equally covered. Any splash on the paper rubs off easily.

A union has been formed in England by the uncertified teachers with the object of obtaining higher salaries.

much is taken for granted. When it happens, as it sometimes does, that a woman teacher or a woman worker in any field whatever has won the right to step higher up it is very unjust to keep her back-simply "because." And "because," in such instances, means that men are not accustomed to an appointment of things which permit women to rise above them, even when pronounced fitness pushes them along. They are not accustomed to it, and they do not like it, do not like it at all.

Yes, it is quite natural, all things considered, but not very fair. And, from the viewpoint of women who are teaching and otherwise working to win if they can, it is just as natural, altogether fair, to rebel at any barriers to promotion, except those that come from within.

A LOVELY MODEL.



Lovely model for a self-drawn satin or crepe, as either of these material is extremely popular this season. The skirt is draped at one side and the bodice has a charming belt of net, edged with frills of the same trimming. The collar is of silk. To make the dress requires 5 yards of 44-inch silk, 2 yards of net, and 1 1/2 yards of contrasting silk for trimming.

HERE ARE WAYS TO EARN MONEY FOR CHRISTMAS

The big and all-absorbing demand of all home girls in the months previous to Christmas is "How shall I make some Christmas money?" The question is many-sided and solutions are numerous and varied, some of them practical, some whimsical.

The best thing for the girl who lacks originality to do is to follow the leader. What other girls have done, she can do, and perhaps do better than the girl who invented the idea. There are many girls who are only too anxious to make money but cannot find any unique ways of doing so. Let them not be discouraged. Pioneer money-makers have blazed the way before them and the less daring may follow the path already opened.

One girl had learned to weave baskets in a class in school and being fond of the work she had kept it up. At last the idea occurred to her that the beautiful baskets she made ought to bring her in a good bit of money. So she made a very nice wicker basket. This first attempt took her quite some time and she seldom spends so long a time on one article nowadays.

The basket was of the finest reed, with a circular design woven into it. Then it was dyed a cream color. She lined it with rose-colored satin and fitted it with all the necessary sewing implements, making the needle case and pin cushion by hand. The basket was finished with a large, flat rose-colored ribbon, and the whole sold at a woman's exchange for \$1.

She makes, besides, many lovely waste paper baskets. Now she has added the weaving of baskets for babies, and her sister, an expert needlewoman, makes all the dainty things. These two clever girls make a good deal of money and share alike on the profits.

The girl who can turn wood and leather has a wide field open to her. There are innumerable leather dainties which are in great demand around Christmas time. Whole hides can be bought at once, if there are many orders to fill. They are rather expensive,

A VITAL THANKSGIVING MESSAGE TO YOU AND TO ME

By JULIA CHANDLER MANZ.

In the quiet and quiet little church, which nestles snugly in the heart of Rock Creek Cemetery, a woman sat last Sunday morning listening to the mingling music of the down-pouring rain without and the caroling voices within, and as she listened she was thinking of you.

The Yuletides, the New Years, the Easters, and the Thanksgivings of many years marshaled themselves through her thoughts, each with its own particular message of God's goodness and mercy toward us. She knew perfectly well that she must emphasize on this Sunday preceding Thanksgiving its own particular meaning, reminding the readers of The Herald's Page for Every Woman of their myriad reasons for gladness and Thanksgiving.

Thanksgiving Day! Yes, she knew it was coming, and just as well she knew down in the deep, deep heart of her she had none of the fine brave things to say to you about being glad that she said just a year ago, for dearest of her life's treasures, has, since Thanksgiving last, breathed his spirit back to God, and added to this are similar losses of very dear friends, and so it was that she was deep in the belief that she had nothing at all to say to all the dear folk who were gathered together through this medium for a confidential talk every first day of the week.

The Message.

Then the voices of the choir stopped, and the notes of the organ died away. The rector of Rock Creek Parish informed his congregation that the caroling priest who had been sitting apart through the service was the Rev. Mr. Wilcox, missionary to the Appalachian Mountain section of North Carolina, who would tell about his work among the mountain folk.

The woman who had been thinking about the coming of Thanksgiving gave a little sigh of resignation, wishing very much in her heart that the Rev. Mr. Wilcox had stayed with his Appalachians and left the congregation of St. Paul's to listen to some comforting assurance of the love of the Saviour from its own rector. For you see the very same unrecurrent selfishness which made the woman feel that she had no Thanksgiving message for any human being, still lurked in her heart and mind.

Then the priest began his story. In plain and simple words he told those who had braved the rain to come to church of these mountains with which we concern ourselves so little, and of the hundreds of fellow-beings who people them more thickly than any other section of the country is peopled outside of the large cities of the United States.

But the woman cannot remember her own earnest words, she must tell you in her own words these folk of the Appalachians fight the battle of life, because their bravery, their long-suffering, and their need of help is such a stupendous thing that it cannot fail to elicit our interest and our sympathy and to make us feel how signally God has blessed us.

You see they come of Scotch-Irish stock—these mountaineers—the most of their descendants of pirates, or refugees of one kind or another—murderers, thieves, and others who in long years gone by evaded the penalty of the law by fleeing to the mountain wilderness—sturdy stock, physically, and inheriting, at this late day and generation, but the tendency to sin, which is the heritage of every man.

Born Handicapped.

But they come into the world handicapped for the race, these children of the Appalachians, handicapped by poverty and ignorance with few to give a helping hand. Their lands they till are poor and rocky. Their homes are crude and bare. Their families are large, the average numbering from twelve to sixteen children, who, from babyhood must fight their own battles because both father and mother must work in the fields in order just to fill

their mouths with the plainest sort of food. They do not complain of work or



Hungary has over 4,000 women members of trade unions.

In Australia the custom of early marriage is favored.

Two women will be appointed to the Calgary police force.

Mrs. Clifford B. Harmon has the finest "cattery" in the world.

Mrs. Sarah Todd, aged 38, is a duty registered voter at Eugene, Ore.

College girls have put a ban upon tango and turkey trot dances.

Over 12,000 women voted at the recent school election in Toledo, Ohio.

Active campaigns will be waged for women's political rights in six States next year.

Havana now has a newspaper devoted to the interests of the equal rights women on the island.

School teachers in Wisconsin will hereafter receive no less than \$40 a month.

A Paris woman, Mme. Gossert, has just given birth to her twenty-fifth child.

In England women smoke in restaurants, railway carriages, and other public places.

Mme. Paderewski, wife of the renowned pianist, raises poultry on her farm as a pastime.

Twenty-three girls were born in twenty-three consecutive days recently in a Denver maternity hospital.

Miss Margaret Ashton is one of the most efficient members of the Manchester, England, City Council.

In England women can be elected as City Councilors, Aldermen, Mayors of cities and to the Board of Guardians.

By making a catch of 106 pounds Mrs. Plants won the championship trophy at the Herring Bay angling festival.

The female rowing crew at Wellesley College outclass the men of other colleges, according to Coach Rice, of Columbia College.

The Young Women's Christian Association, of Los Angeles, Cal., has a course where women are taught to be efficient saleswomen.

The grand jury recently selected in San Mateo County, California, will be controlled by women having eleven of their sex to eight men.

Mrs. Katherine R. Williams has been elected president of the State Conference and Charities and Corrections in Wisconsin.

Mrs. Sadie Graham, who it is claimed is 102 years of age, was recently arrested for flirting on the streets of Toledo, Ohio.

Moslem women in Cairo who have discarded the traditional "veil" may be emancipated if the movement which is now on foot proves successful.

The Countess of Warwick is to become a journalist and has taken the position of directing the woman's page of a London daily newspaper.

Farmers' wives in America constitute the largest class of economically useful women, for they produce nine-tenths of the poultry products of the nation.

English women possess greater political power than that possessed in any part of the United States by the feminine sex, except in the few suffrage States.

Mrs. Lottilld Spencer and Miss Virginia Young, New York society women, will go to the Philippine Islands with the object of trying to civilize the natives there.

Mrs. Eleanor P. Thomas, of Philadelphia, who manages a ranch in Orange County, has located water on her farm and the aid of a diving rod which so many people scoff at.

Miss E. P. Morgan, who was elected Mayor of Brecon, Wales, last year, has proved to be invaluable to the city because of her economic municipal work in the city.

The proposed amendment to the Massachusetts Constitution making women eligible to appointment as notaries public was defeated at the recent election by a majority of over 5,000.

Miss Ellen Gleditch, who is a radium expert, is the first woman designated by the Norwegian government to one of the fellowships for American study given by the American-Scandinavian Foundation.

Miss Anna Olsen, an Ellis Island nurse, who recently plunged into the bay at night and saved an immigrant from drowning, has been rewarded by the government with a substantial increase in salary.

Seventeen-year-old Susan A. Everett, of Hubbard, Ohio, is the second best apple grower in the State of Ohio. She has worked with her father in the orchard for several years. She not only attends high school but spends much of her time pruning and spraying the trees.

Mrs. Anderson H. Drew, who is now in this country in the interest of suffrage, claims that since the women have been granted the right to vote in New Zealand the death rate among children has decreased to such an extent that it now has the smallest death rate of any country in the world.

And as he told of this great work of his which cries aloud for our help, the woman who had been so sure that she had no Thanksgiving message to bring you this year was suddenly aware of the insignificance of our individual griefs when they are so deeply sunken in the great superfluity of blessings with which the All-Father has surrounded us; blessings which are simply radiant in comparison with those accorded the Appalachian mountaineer folk of whom she had been hearing.

You have long since guessed that the woman was myself. And what I have told you is your Thanksgiving message, and mine, for it opens a way through which we may prove how grateful we are to God that the circumstances which surround our lives are so radiant in comparison with those under which thousands of lives are asked out in the mountain fastnesses.

If you want to give proof of your gladness and gratitude reach out a hand of help to those who need you. You have but to telephone me and I will joyously tell you how.

English women possess greater political power than that possessed in any part of the United States by the feminine sex, except in the few suffrage States.

Mrs. Lottilld Spencer and Miss Virginia Young, New York society women, will go to the Philippine Islands with the object of trying to civilize the natives there.

Mrs. Eleanor P. Thomas, of Philadelphia, who manages a ranch in Orange County, has located water on her farm and the aid of a diving rod which so many people scoff at.

Miss E. P. Morgan, who was elected Mayor of Brecon, Wales, last year, has proved to be invaluable to the city because of her economic municipal work in the city.

The proposed amendment to the Massachusetts Constitution making women eligible to appointment as notaries public was defeated at the recent election by a majority of over 5,000.

Miss Ellen Gleditch, who is a radium expert, is the first woman designated by the Norwegian government to one of the fellowships for American study given by the American-Scandinavian Foundation.

Miss Anna Olsen, an Ellis Island nurse, who recently plunged into the bay at night and saved an immigrant from drowning, has been rewarded by the government with a substantial increase in salary.

Seventeen-year-old Susan A. Everett, of Hubbard, Ohio, is the second best apple grower in the State of Ohio. She has worked with her father in the orchard for several years. She not only attends high school but spends much of her time pruning and spraying the trees.

Mrs. Anderson H. Drew, who is now in this country in the interest of suffrage, claims that since the women have been granted the right to vote in New Zealand the death rate among children has decreased to such an extent that it now has the smallest death rate of any country in the world.

And as he told of this great work of his which cries aloud for our help, the woman who had been so sure that she had no Thanksgiving message to bring you this year was suddenly aware of the insignificance of our individual griefs when they are so deeply sunken in the great superfluity of blessings with which the All-Father has surrounded us; blessings which are simply radiant in comparison with those accorded the Appalachian mountaineer folk of whom she had been hearing.

You have long since guessed that the woman was myself. And what I have told you is your Thanksgiving message, and mine, for it opens a way through which we may prove how grateful we are to God that the circumstances which surround our lives are so radiant in comparison with those under which thousands of lives are asked out in the mountain fastnesses.

If you want to give proof of your gladness and gratitude reach out a hand of help to those who need you. You have but to telephone me and I will joyously tell you how.

English women possess greater political power than that possessed in any part of the United States by the feminine sex, except in the few suffrage States.

Mrs. Lottilld Spencer and Miss Virginia Young, New York society women, will go to the Philippine Islands with the object of trying to civilize the natives there.

Mrs. Eleanor P. Thomas, of Philadelphia, who manages a ranch in Orange County, has located water on her farm and the aid of a diving rod which so many people scoff at.

Miss E. P. Morgan, who was elected Mayor of Brecon, Wales, last year, has proved to be invaluable to the city because of her economic municipal work in the city.

The proposed amendment to the Massachusetts Constitution making women eligible to appointment as notaries public was defeated at the recent election by a majority of over 5,000.

Miss Ellen Gleditch, who is a radium expert, is the first woman designated by the Norwegian government to one of the fellowships for American study given by the American-Scandinavian Foundation.

Miss Anna Olsen, an Ellis Island nurse, who recently plunged into the bay at night and saved an immigrant from drowning, has been rewarded by the government with a substantial increase in salary.

Seventeen-year-old Susan A. Everett, of Hubbard, Ohio, is the second best apple grower in the State of Ohio. She has worked with her father in the orchard for several years. She not only attends high school but spends much of her time pruning and spraying the trees.

Mrs. Anderson H. Drew, who is now in this country in the interest of suffrage, claims that since the women have been granted the right to vote in New Zealand the death rate among children has decreased to such an extent that it now has the smallest death rate of any country in the world.

And as he told of this great work of his which cries aloud for our help, the woman who had been so sure that she had no Thanksgiving message to bring you this year was suddenly aware of the insignificance of our individual griefs when they are so deeply sunken in the great superfluity of blessings with which the All-Father has surrounded us; blessings which are simply radiant in comparison with those accorded the Appalachian mountaineer folk of whom she had been hearing.

You have long since guessed that the woman was myself. And what I have told you is your Thanksgiving message, and mine, for it opens a way through which we may prove how grateful we are to God that the circumstances which surround our lives are so radiant in comparison with those under which thousands of lives are asked out in the mountain fastnesses.

If you want to give proof of your gladness and gratitude reach out a hand of help to those who need you. You have but to telephone me and I will joyously tell you how.

of poverty, these brave mountaineers. They are proud and sensitive and energetic, but they fight a losing battle, for, in their ignorance of the common laws of health, they contract the most fearful diseases and die like sheep because they cannot afford a doctor.

Mr. Wilcox told of the three schools he has established and the eager children who teach them even on holidays, so hungry are they for a way out of their ignorance and rage, and also of those hundreds of other children he cannot teach because there are neither buildings nor teachers for them, a condition due, of course, to the pitifully small help he and other brave men who are working for these Appalachian folk are given by us.

Of the many examples he cited of the Appalachian's courage, the most heart-breaking was the tale of a woman suffering from cancer, who, when at last the priest had secured enough money to persuade a doctor to go to her, endured the knife for the removal of twenty-two cancers without an anesthetic, and welcomed the agony in comparison with the pain the disease itself had brought.

Heart-breaking Poverty.

He told of the terrible accidents which often befall the children of large families while their parents work in the fields, and the impossibility, in the main of securing medical attention because of the heartbreaking poverty of the patients.

Recently he has secured a trained nurse who, because of the climatic conditions, is willing to help the priest for just enough financial compensation to enable her to live in the mountains until she herself is cured of pulmonary trouble, but O he is so grateful for her help; so thankful to God for every bit of encouragement in his brave fight for the fathers and mothers and little children of whom there are hundreds and hundreds crying out to us across the Appalachian ranges of Western North Carolina and West Virginia—our nearest field of missionary work.

He told again of mothers whose lives go out into the Forever-Ever Land because there is not obtainable just a little money to get them to Asheville to a hospital, and yet again of the hundreds of orphans with whom he knows not what to do because there are no orphanages in the mountains, and the city homes for destitute children are filled to overflowing, and yet farther off the young men who, because the farms lands of their fathers have already been so often divided for each succeeding generation, that there is no possibility of longer making a living push further west, unequipped to meet life and live in the light of Christian understanding, of its highest possibilities, and so our failure to educate the youth of the mountains; our failure to keep them well, and teach them the laws of God does not confine itself to the mountain ranges, but goes out into the world beyond where the harvest of this is reaped.

Radiantly Blessed.

And as he told of this great work of his which cries aloud for our help, the woman who had been so sure that she had no Thanksgiving message to bring you this year was suddenly aware of the insignificance of our individual griefs when they are so deeply sunken in the great superfluity of blessings with which the All-Father has surrounded us; blessings which are simply radiant in comparison with those accorded the Appalachian mountaineer folk of whom she had been hearing.

You have long since guessed that the woman was myself. And what I have told you is your Thanksgiving message, and mine, for it opens a way through which we may prove how grateful we are to God that the circumstances which surround our lives are so radiant in comparison with those under which thousands of lives are asked out in the mountain fastnesses. If you want to give proof of your gladness and gratitude reach out a hand of help to those who need you. You have but to telephone me and I will joyously tell you how.

THE VERY LATEST THING IN WORLD OF FASHION

The season's fashions are by now practically decided upon; of course, there will be alterations and new ideas brought forward as time goes on, but still the decrees of Mme. La Mode are clear enough to allow ample groundwork to go upon.

Paris, with her rapidly changing fancy, gives us new models every week, first one great house and then another, deviating a style of raiment that is quickly heralded as "the latest thing," itself to be deposed by another creation. And so it goes on, while we across the Atlantic follow her fickle moods with as much faithfulness and speed as individual taste and bank account allow.

Whether we shall keep to this custom remains to be seen, but more than one authority is of the opinion that New York will gradually become the center of fashion, at least for American women, so many smart styles and gowns being originated right here.

One cannot help being struck by the extraordinary improvements that the last few years have made in the design and workmanship of a American-made garment. Milliners, costumiers, furriers and tailors all nowadays produce creations that bear the high-water mark of skilled perfection.

Particular has the tailor-made improved. The plain tailor-made has all along been essentially American, but now we get the tailored costume, built on more elaborate lines than the simpler coat and skirt, but requiring an exquisite cut and finish if it is to be achieved really satisfactory.

Take, for instance, a costume seen recently. There were the long straight lines, the front panel to the skirt with sideway draperies, the tailored coat, crossed waist, coat and fur trimmings, all of which are included in up-to-date fashions, and with them that perfection of "cut" which in itself alone is sufficient to stamp any garment as absolutely "smart" and the work of the expert. Here lies the secret of being well

Elixir of Life Has Been Discovered in the Dance

Pavlova Is Authority for the Assertion that Dancing Is the Greatest Panacea for Earthly Ills.

It is not long since dancing was looked upon as nothing more than entertainment intended either to please the eye or afford enjoyment to those who participated in it. The dance was not associated with anything more serious than the ballroom and music hall. Mytic, classic, symbolic and all other forms of dancing had made a strong bid for serious recognition but the artistic ambition of their interpreters were quickly curtailed. Not until Russia sent forth Pavlova and the Imperial Russian Ballet did the art come into its own in this country. But what an awakening when it did come!

Quite natural the renaissance of this art brought to light a wealth of new material for contemporary writers. The ethics, psychology, evolution, and the science of the dance all furnished new and interesting themes. As a creator

SEMI-DRESSY FROCK.



A semi-dressy frock in crepe meteor, trimmed with soft satin, used as a collar and draped over the shoulders, and at one side below the knees, and the simple waist has long one-piece sleeves finished with a full lace at the bottom.

HELPFUL HINTS FOR CARE OF THE PIANO

Beware of dampness, extreme heat, and noise.

Never place an upright piano against an outside wall, in a draft, or close to a radiator.

Dampness and heat can be avoided by using common sense in placing the instrument; moth, by hanging camphor gum wrapped in thin material on the inside of the top and at the bottom.

Clean black keys with damp cloth; white keys with a mixture of white and alcohol.

Leave the key board exposed to the light except when the room is swept.

Clean the outside case with a good furniture polish—never with alcohol or with soap and water. Always finish by rubbing briskly with a fine, soft chamois.

Do not litter the top of the piano with a big collection of bric-a-brac.

Grays and Blues in Popularity.

Gray in all possible shades is one of the colors of the season.

Pearl gray is being most successfully combined with white velvet and ermine for really rich and warm effects.

Slender shades of gray are being very much used for mantles in conjunction with bands of smoke gray fox.

All shades of rich blue are in demand in materials as velvets de laine and liberty chamois.

Costumes in these materials are trimmed with bands of sable or of black fox, and the ermine of the moment seems to be for Chinese embroideries of the finest description.

The City Council of Calgary, Canada, have decided to amend the charter of the city so as to give the municipal franchise to all adult women.

Where Pins and Needles Go.